



# Professional Military Education **Initial Entry Training**



## **Sergeant's Time Training, Inspection and Corrections**



# References



- **Army Field Manual (FM) 7-22.7:  
Army Non-Commissioned Officer Guide**



# Training Objectives



- **Sergeant's Time Training**
- **Inspection**
- **Methods of Correction**



# Sergeant's Time Training



- **NCOs are primary trainers of soldiers**
- **Sergeant's Time Training (STT) develops first line leaders while gaining confidence of their soldiers**
- **STT should be a regular part of the units training program**





# Sergeant's Time Training



- STT is hands-on, practical training for soldiers given by their NCOs.
- Brings training publications to life and develops trust between leader and led
- Officers provide METL, time, personnel and equipment to evaluate training and provide feedback to commanders.



# Sergeant's Time Training



- **Senior NCOs protect this program against distractions**
- **Senior NCOs provide leadership and guidance to the first line leader**
- **They ensure that soldiers are trained to standards (not to time), and are oriented on specific tasks**



# Sergeant's Time Training



## Command Sergeants Major:

- Monitor and provide detailed guidance
- Provide technical expertise
- Check training to ensure standards are established and maintained
- Advise both commanders and first sergeants on their program.





# Sergeant's Time Training



## First Sergeants:

- Ensure that NCOs scheduled to conduct training do a risk assessment and rehearse the class prior to training their soldiers.





# Sergeant's Time Training



- **STT is not Team, Company or Regiment time**
- **STT is not a “round robin” training event**
- **STT should be hands-on training, involving all soldiers**
- **Senior NCOS should not be instructors; they should be checking training and ensuring it is conducted to standard.**



# Sergeant's Time Training



- **Supervisors maintain a Sergeant's Time Training Book**
- **Includes list of tasks their team must be proficient in to support their Company METL.**
- **Rate each task as "T" (trained), "P" (needs practice), or "U" (untrained).**



# Sergeant's Time Training



- **Prepare written task, conditions and standards for each training event**
- **Post the task, condition and standards so anyone knows the task and instructor**
- **Designate a secondary instructor so the supervisor on site can brief any visitors.**





# Sergeant's Time Training



- After each STT, supervisor will assess the training conducted and make recommendations for future training
- If the task could not be trained to standard, then the same task is rescheduled for future STT.
- Leaders should annotate the results of the STT in their leader books.



# Inspections

- **Some soldiers, if allowed to, will become careless in uniform and equipment**
- **They become accustomed to current conditions and overlook minor deficiencies.**
- **Superiors order inspections to ensure that soldiers have required equipment and clothing and that it is serviceable.**



# Inspections

- **Inspections serve a practical purpose**
- **Inspections are not harassment**
- **Inspections correct small problems before they become big problems.**
- **Sharp appearance, efficient performance and excellent maintenance are important considerations that affect you directly**





# Inspections



**Two categories of inspections for individual soldiers and their equipment:**

- **In-ranks: personnel and equipment in a unit formation.**
- **In-quarters (barracks): for personal appearance, individual weapons, field equipment, displays, maintenance and sanitary conditions.**



# Corrections



- **“On the spot” correction is most effective administrative corrective measures**
- **Used for making the quickest and often most effective corrections to deficiencies in training or standards.**
- **Either soldier does not know what the standard is or does not care**



# Corrections



- If soldier was aware of standard but chose not to adhere to it, this may indicate a larger problem
- May need to follow up an on-the-spot correction with a call to the soldier's first sergeant.





# Corrections



- Training, instruction, or correction given to a soldier to correct deficiencies must be directly related to the deficiency.
- Orient the corrective action to improving the soldier's performance in their problem area.
- You may take corrective measures after normal duty hours



# Corrections



- Measures assume the nature of the training or instruction, not punishment
- Corrective training should continue only until the training deficiency is overcome
- Ensure that training and instruction are not used in an oppressive manner to evade the procedural safeguards in imposing non-judicial punishment.



# Corrections



- **Do not make notes in soldiers' records of deficiencies satisfactorily corrected by means of training and instruction.**
- **Praise soldiers' good work by telling them specific action or result observed**
- **Soldiers know when they've done well but your acknowledgment of their performance is a powerful motivator.**





# Corrections



## On-the Spot Correction Steps:

- **Correct the soldier.**
- **Attack performance, never the person.**
- **Give one correction at a time.**
- **Do not dump.**
- **Don't keep bringing it up — when the correction is over, it is over.**



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## **Questions?**